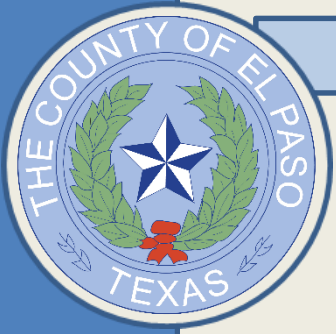




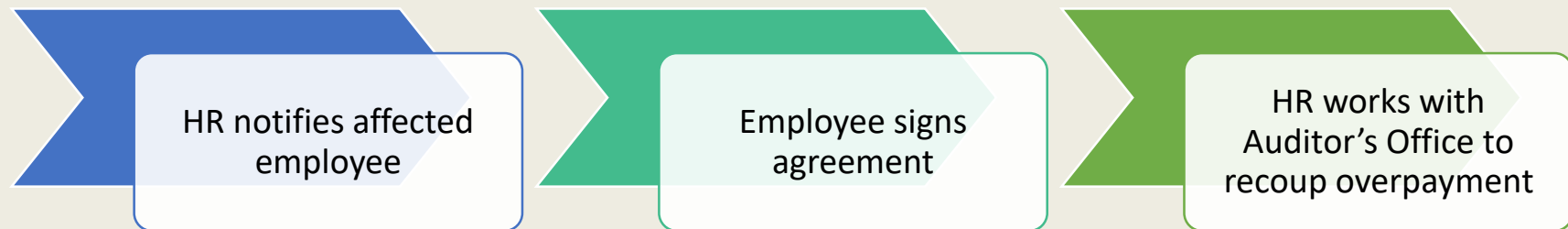
# FY2018 Overpayments

Human Resources Department



# History

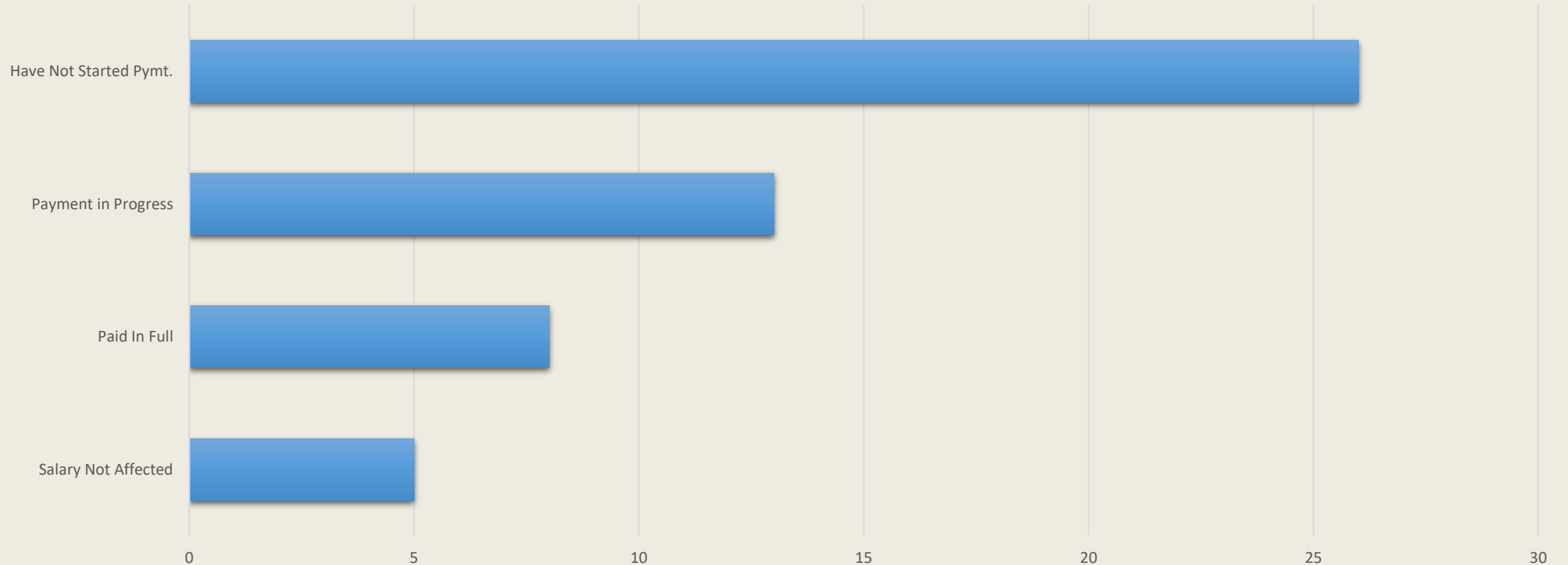
- Human Resources Management System (HRMS)
  - TN3270: 1982-2017
  - Notification Process
- Conversion to Tyler MUNIS
  - HR/Payroll Rollout - October 2017
- Overpayment Recoup Process:





# County Employees Affected

## By Status

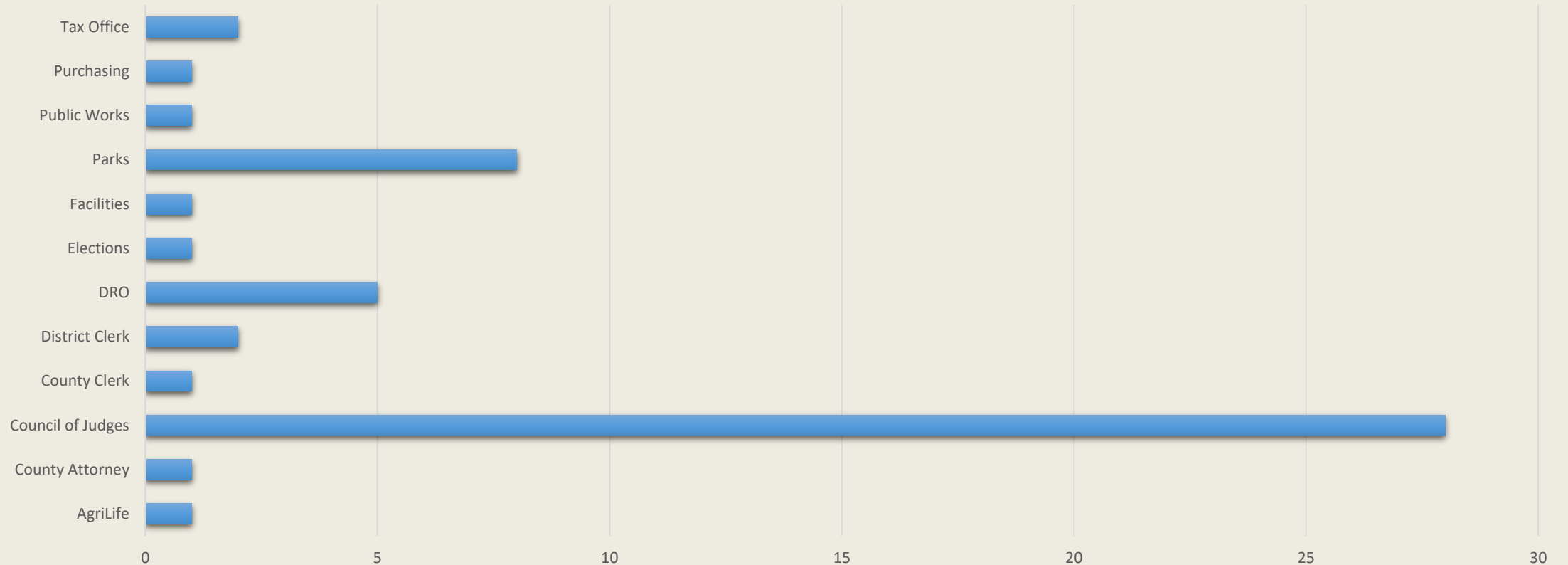




*Building on our legacy, illuminating innovation, succeeding beyond borders.  
est. 1850*

# County Employees Affected

## By Department



*PRIDE = Professional • Results • Innovation • Dedication • Ethical*



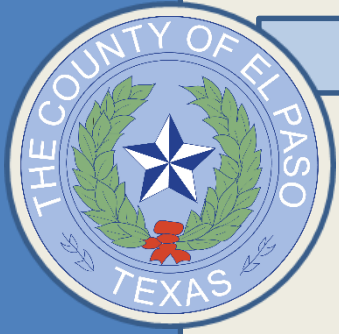
# Council of Judges Impact

- 28 Employees Affected:
  - Associate Judges
  - Juvenile Court Referees
  - Jail Magistrates
  - Bailiffs
  - Temporary Employees



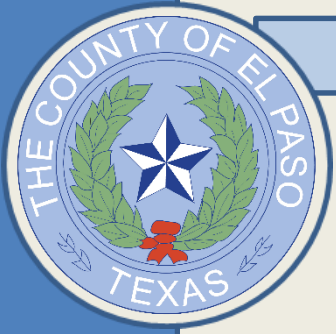
# General Overview – Associate Judges

- Budget Discussion FY2017
  - Steps/COLA for Appointed Judges
- Commissioners Court Meetings
  - September 26, 2016 – Item #28
  - October 3, 2016 – Item #14
    - Financial Policies amended
- Legal Opinion Requested
  - September 25, 2018
    - *Determine whether an employee who is overpaid has an obligation to return the amount of overpayment to the County.*



# Moving Forward

- Amend Financial Policies
- Annual Authorization
- Overpayment Policy
- Internal Procedure



# Questions

